

WATERBURY BOARD OF EDUCATION

MINUTES ~ REGULAR MEETING

Monday, August 2, 2010 at 6:30 p.m.

Waterbury Arts Magnet School, 16 South Elm Street, Waterbury, Connecticut

PRESENT: President Hayes, Commissioners D'Angelo, Flaherty-Merritt, Harvey, Morales, O'Leary, Stango, Sweeney, Theriault, and White.

ALSO PRESENT: Superintendent Snead, Chief Operating Officer Paul Guidone, Director of Personnel Ron Frost, Attorney Maurice Mosley, and Education Liaison Mary Ann Marold.

MEETING CALLED TO ORDER

President Hayes called the meeting to order at 6:42 p.m. with a moment of silence and a prayer and Superintendent Snead led everyone in the Pledge of Allegiance to the Flag.

ROLL CALL

CLERK: Commissioner D'Angelo.

D'ANGELO: Here.

CLERK: Commissioner Flaherty-Merritt.

FLAHERTY-MERRITT: Present.

CLERK: Commissioner Harvey.

HARVEY: Here

CLERK: Commissioner Morales.

MORALES: Here.

CLERK: Commissioner O'Leary.

O'LEARY: Here.

CLERK: Commissioner Stango.

STANGO: Here.

CLERK: Commissioner Sweeney.

SWEENEY: Here.

CLERK: Commissioner Theriault.

THERIAULT: Here.

CLERK: Commissioner White.

WHITE: Here.

CLERK: President Hayes.

HAYES: Here.

COMMUNICATIONS:

Upon a motion by Commissioner Harvey and duly seconded by Commissioner D'Angelo, it was voted unanimously to receive and place on file the following communications:

1. Copy of communication dated June 15, 2010 from State Department of Education regarding teacher certification.
2. Copy of communication dated June 25, 2010 from Civil Service to Stephen Riley certifying him for the position of Maintainer I.
3. Copy of newspaper article from Commissioner Theriault from the Waterbury Republican-American dated June 29, 2010 entitled "Study looks at cost of diploma".
4. Copy of communication dated June 30, 2010 from Civil Service certifying Murlen Stevens for the position of Maintainer II.
5. Copy of newspaper article from Commissioner Theriault from the Waterbury Republican-American dated July 4, 2010 entitled "Investigators foiled hunt for missing heating coils".
6. Copy of communication dated July 13, 2010 from Civil Service to Peter Levin certifying him for the position of Maintainer I.
7. Copy of newspaper article from Commissioner Theriault from the Waterbury Republican-American dated July 18, 2010 entitled "True or false: Master Test is useless".
8. Copy of communication dated July 20, 2010 from Civil Service certifying Margaret Cherubini for the position of Administrative Support Specialist III.
9. Communication dated July 20, 2010 to Mayor Jarjura from Senator Lieberman on behalf of Daniel Speer.
10. Communication from George Sacchi dated July 21, 2010 requesting and executive session with the Board of Education.
11. Copy of communication dated July 28, 2010 from Civil Service to Susan Pratt approving her request for a voluntary demotion.

HAYES: Motion made and seconded. All in favor, opposed.

PUBLIC ADDRESSES THE BOARD:

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Stango, it was voted unanimously to suspend the regular order of business to allow the public to address the Board at 6:46 p.m.

HAYES: Motion made and seconded. All speakers are encouraged to submit prepared written statements to the Commissioners. Comments shall be limited to a maximum of three minutes. There will be no responses this evening to any questions or concerns raised; they will be referred to the Administration for review and response.

Lisa Lessard, 905 Pearl Lake Road, had the following comments: Actually I wore this shirt tonight, which you've seen once before, enough is enough when it comes to the CMT's within the City, I know that you had a school workshop the other night, four and a half hours long, not one thing was on the Agenda about the CMT's which was deplorable. I did get an Agenda but I didn't get to really read it tonight because you ran out of agendas so I passed it back. I'm hoping you will talk about the Connecticut Mastery Tests under No Child Left Behind tonight, this is important. I am not going to say what I've said before which is basically last year we had 19 failing schools, not 22 that most people have been saying, it was 19, that's what the State Department of Education in Hartford stated. It's not really failing schools, it's schools with teachers that are failing our children. I'm not here for a blame game because I've read the newspaper today and the newspaper is blaming the parents, the administration is blaming the parents, this is not a blame game, this is a we need to do better for each and every child within the City, period. And I am asking you to please, for once, No Child Left Behind, CMT's, Connecticut Mastery Test, believe it or not we are 50th in the Nation. Basically if you read the Republican American of July 28, 2010, State Misses as Grant Finalist, 18 other states – DC in race for educational . . . Well, thanks to the State of Connecticut and all the cities within this State, believe it or not, we could have gotten \$175 million dollars, that's not money to laugh at, that's money we should have received. Believe it or not I'm here tonight to discuss with you a bill that was put forth at the Capital, it was a bill, Bill 5491, it became a law to SB438, you have emails on it, you have invites to the State of when they're doing the discussion . . . Black Caucus, well believe it or not May 26, 2010 Governor Rell signs into law Senate Bill 438, a comprehensive education reform bill to support efforts to raise academic achievement thus reducing the knowledge and skill gap within Connecticut. Amongst the bill is so-called parent reform trigger that gives parents legal power to help transform failing schools. Just a real closing, Senate Bill 438 requires school boards with low achieving schools in the district to create school governance councils at those schools that fail to make an adequate yearly progress according to Federal guidelines and No Child Left Behind. Furthermore for those schools that are identified as 5% of the Connecticut schools for July 1, 2010, those schools must be established by January 15, 2010. The councils must be made up of 14 voting members, seven of which may be parents of children attending those schools, five of which must be teachers, and two of which can be community leaders, the principal is included and a non-voting member. I'm pretty sure Larry Butler will finish because he helped pass this Bill at the Capital for each and every child in the State of Connecticut because he does care. Thank you.

Frank Perrella, Waterbury Adult Education, had the following comments: I teach at Waterbury Adult Education, I've been in the school system for 42 years. I understand the young lady's passion behind me but I would like to look at this at another angle. In an article in the Waterbury Republican on July 24, I'm just paraphrasing here from the DCF article written by the newspaper, it says in Connecticut today at least 35% of the births are to single mothers. By every measure, physical and physiological, health, protection from physical or sexual abuse, academic achievement, risk of drug and

alcohol abuse, children of single parents fair worse than children of married parents. My heart goes out to single parents who try to do the best they can for those children either holding down a job and trying to raise a family. But those children are at risk and there's no doubt about it. In the same article, well actually this was told to me and other teachers about four to five years ago and you can correct me on this, about four to five years ago there were between 6,700 transfers to 7,000 transfers of students in the Waterbury Public School System. You can correct me on this, but I was told this by a very informable source. How is it possible that the teachers can possibly teach a class if they're moving from one place to another to another to another? It's impossible. You know that, I know that, and everybody here knows that but nobody wants to force the issue. We're holding teachers accountable, we're holding the school system accountable, the Superintendent, everybody else here accountable except the parents and the children who are being afforded these wonderful schools and everything else they get to get ahead. They need to be addressed as to what their role is. And I don't know what that answer is; it's easy if somebody could come up with that answer. The other article we have members of the Board who are very energetic looking for ways to help the CMT scores. Well according to, I was watching Mr. Corbett's show last night and he prefaced it by wishing that members of the School Board were watching it, you can't call into this show. And he was quoting two people who were staunch Child Left Behind advocates and the charter schools which are now proven to be failures, to be failures, because we, as a society, are failing to do our job as parents to get those kids ready, psychologically, environmentally to come that school and know that no matter how strong or weak they are, you have a classroom that's not gonna tolerate the wise guy, the trouble maker, and that child has a place, too. But nobody has the guts to get up and say it. These people deserve it because they're here; they want their school named for a very wonderful man who did great things for Waterbury. They want that school to be named that so the kids who go there have the same right as everybody else to enjoy an atmosphere and we're interested in CMT scores. If I'm testing every day when do I teach? When do I teach? I can't teach because the State saying I got to test every day. When are we gonna wake up and say you know something, let's have some guts, lets say we don't care about the CMT, if we could. Yes you have to test kids here and there, but you look at it and say what's right is right and that's wrong. No Child Left Behind, give me a break. Thank you very much.

Athena Wagner, 1558 Highland Avenue, had the following comments: I'd like to hit it from a different angle and I want you to reflect what your years were between the ages of 12 and 20 – the fun you had, what life was like then. I know it was a different generation, just reflect on that for a moment, then take that same age group between 12 and 20 and reflect on; think about what it would be like if you spent those years in prison. When we don't educate our kids, that's what you're setting them up to do, that's what you're setting them up to spend those years doing is going to prison, if not an early grave. When children come out of school after 12 years of learning and they can't read and write, that's not just the teacher's fault, that's not just the parent's fault, that's everybody involved in the education of that child's fault, I don't care who they are. Stop blaming, everybody in the Department of Education has a responsibility, including parents. But I will say this, parents should be involved, they need to be involved, it is imperative that they are involved, but they are not required to be involved to teach, just teach the children. It's a systemic failure, you can't fix the whole world, but we can fix Waterbury. There's an old saying that insanity, the definition of insanity is to keep doing the same thing and expecting a different result. We've been doing the same thing for

too many years and we're looking for different results, that's insanity, it's not gonna happen. Things have to change. People are not gonna like change. People don't like change for positive even when it's for the positive, but you're gonna have to change, there's gonna have to be some changes made. Take the boxing gloves off, take the egos off, take the titles off, come together as people, concerned people for the education of these children. You want to put the boxing gloves on, put the boxing gloves on to fight against the systemic failure and educate these children. As far as teaching, it's outdated today, you have a new generation, this generation and modern technology are waiting for the school system to catch up. Instead of condemning the children for being able to text in their pocket without looking at their phone, find a way to incorporate technology into the learning curriculum today. It's time to change. Thank you.

Jay Bhagat, 55 Stonefield Drive, had the following comments: Good evening and thank you for allowing me to speak tonight. I'm here tonight to speak on behalf of all graduating seniors, 2010 and before. There's a lot of problems that exist within our school and I'm kind of off subject with the other speakers tonight. I'm here to talk about everything that I have seen in the past four years at Crosby High. This past year at Crosby there's only been one bathroom open, that means 700 guys using the same two urinals. Seven hundred girls using the same toilets. That's not acceptable.

Next thing, the SmartBoards going into each individual class but most teachers don't even know how to use SmartBoard technology and on top of it, you're not integrating different types of technology to keep up with it. For example, in foreign language, how much is a SmartBoard exactly going to help you except be a really, really expensive projector. I mean if you really want foreign language to be more effective, you'd have students have a headset and go into a computer lab, not just use a really expensive projector.

Next thing, a lot of kids go to school hungry everyday and this past Saturday I was just informed that schools are required to have a breakfast program, my school didn't. I mean I would wake up early every morning and then I would end up going to school on an empty stomach; it didn't really help me concentrate in school.

The next thing I wanted to touch base on is that teachers pay more attention to rainbow sweeps and dress code rather than teaching itself. In the middle of a class period I have the principal coming on to just talk about a few students who are out of order when we have a police officer in the school who could just take care of those students. And we have teachers on hall patrol, you could just use a walkie talkie and then have a silent sweep rather than telling the whole school that everyone's bad and that you're gonna get to skip school for skipping class. That's exactly what they want.

You should start implementing in-house suspension. Most schools across the State, they have coverage inside their in-house, not just a place where you could put your head down and listen to your MP3 player.

Next thing, last time I was here I asked you guys to come to our schools, know who we are because it's kind of bad that I'm looking at you guys and I don't even know who you are. I've emailed you guys and I've only got a response from three of you guys. Only one of you guys responded to me on time.

And lastly, the State allows two students every year to be representatives on the State Board of Ed. I see no students on this Board of Education. I think you should mirror that so you know what's going on and you should come to our schools. But I have two other girls that are going to talk to you about every other thing I couldn't touch base on in the three minutes. Thank you.

Sheila Lee Calhoun, 359 Tudor Street, had the following comments: We're not gonna play a blame game, right? But one of the speakers said that it's the children's fault. We set the example, you are the standard, you are the Board of the Education. I don't any demands that you have made within the school system that would foster education. I do know, as one of the other speakers said, that we are laboring under false premises. If you truly believe that a child who has a parent who is under 16 years of age can't learn, then you shouldn't be up there. If you believe that a child who has a parent under 16 years of age can't grow and understand and do the very same things as a child who comes from a two parent family, then you should not be on the Board of Education. What has happened here is that the Board of Education has failed the administration, the administration has failed the teachers, and the teachers continue to fail the students. If after seven years you have a job about which you no longer have to worry where is the incentive to improve your skills and to learn? It is a systemic problem. We are all laboring under delusions that may have applied at some point in time but no longer apply. When I said to you once before that the reading level of the average minority student is four grade levels below the non-minority students, that was then, now it's five grade levels below. I say to you, in all honesty and sincerity, that reading is fundamental to education in every regard. You can read to a child and he hears what you have to say but if that child could read to you then you know that child understands what has been written on that piece of paper. I challenge you, rather than some of the what I would call pedantic and non-sensible things you do like you're little ad-hoc committees in order to name a school, that you dedicate yourselves to improving the quality of education to dealing with the systemic problems in education and to understanding that even under the most adverse conditions, any child can learn if he or she is taught in the proper manner. Thank you.

State Representative Larry Butler, 70 Blackman Road, had the following comments: I'm here, my sole purpose to come here was to address the renaming of the school and Reverend Reed, seeing that I didn't get a chance at earlier meetings, but seeing that my name was mentioned with some legislation that has been passed, I think it's only fair to let the public know that the Waterbury State Delegation worked with the Board of Education, we have meetings throughout the year, we also communicate on an ongoing basis. Ann Sweeney, keeps us informed of things that are happening here and requests of your particular opinion on laws that are at the State and when it comes down to having legislation that is enabling for such things as new funds for Duggan School, Mr. Guidone was kind enough to help us with that. So it's not like we pass a law and you don't know what's going on, I just want to let the public know that we have an ongoing relationship, and I, for one, appreciate the job you do. I know it's a very tough job, you have our most precious commodity, our children, and I look forward to working with you going forward on getting the best we can for our children.

But now the transition to what I'm here for, the naming of the school, Reverend Reed. As a little boy I knew him, I'm a member of Grace Baptist Church; I can tell you that he meant so much, not only to our church, but to the community. I can tell you that

because, talk about education there was one year as a little boy in elementary school I had a problem in math and my mother threatened to take me to Reverend Reed to have me tutored because he tutored children all around the City. And I tell you I actually didn't go because I didn't want the Reverend to think I wasn't a smart kid, so I promised my mother that I would do well and I wouldn't need to go and I can tell you that that was the basis of me doing well in math for quite a long time, from math to physics. He did so much for so many and if there's any one here has any doubts, I can tell you that Reverend Reed is most deserving of having a school named after him. Thank you very much.

Tracy Sooklall, 984 Baldwin Street, had the following comments: I'm here on behalf of Crosby High School, and just like Jay Bhagat, I'm gonna talk about issues I saw at Crosby for my three years; I'm a senior now. The first issue is the dress code, it being more important than education, I notice some teachers take the dress code more seriously than teaching the children what they need to learn.

The vending machines are not accessible after school for the athletes. They actually close 10 minutes before the café ends so the kids that go for sports aren't being fed before they have games or practices.

There's like absolutely no connection between the parents and the teachers. There needs to be like a lot more connection because my mom doesn't really know what's going on in my school, I have to tell her. So, that's a big thing. And I feel that when there's a problem with the dress code and like a student gets in trouble for wearing a certain dress code, the parents get like a pink slip I guess in the mail but when a student's failing a class, they don't know about it until the end of the school year when they find out they're staying back. So, that's another thing.

I'm a cheerleader so I'm gonna talk about the pep rallies. I feel that students should have more spirit in their school and actually at Crosby we haven't had a pep rally for like two years and pep rallies are what bring the kids together and want to learn and go to school.

Teachers aren't being respected at all. I've noticed, myself, in classrooms where teachers are getting cursed at and stuff and they went through lots of education and like school to be a teacher so they should be respected.

Rainbow sweeps, just like Jay said, the kids that want to be in school are getting suspended, an out-of-house suspension, when they want to be in school to learn but kids that don't really want to be in school, they get in-house where they go in in-house and they just sit around and do nothing.

There's not enough, there's not enough funding for educational field trips where children should be able to go to the museums and learn about, broaden their education, see what's out there; instead they're going to like Lake Compounce or something. So, I think educational field trips should be out there.

And like I said, I'm a cheerleader but I'm also part of Mock Trial and I notice that there's buses for fans to go to the basketball games but there's not buses to go to Mock Trial.

We didn't have a bus to bring us, one of the schools we were going to have our Mock Trial at...

Also, in Crosby's budget, there's money for an athletic trainer but we don't have one. So I think that's also important because if someone gets hurt there's no one there to care for them. Thank you.

Hafsa Khanum, 12-6 Maybury Circle, had the following comments: I'm a student at Crosby High School, this is my senior year. And I wanted to talk to you about political campaigns and how school is. One factor of many political campaigns is they want to have children return to the public school system. Many political figures stress that private education is not advisable; it's not great for our country. Well tonight I'm here to talk to you about the shortcomings in the public school system, the reasons why children are leaving, why parents want them in a private school.

One thing that I've noticed, especially in Crosby, is inequality among students. Those students that are in the ACE programs which is for kids who actually want to do something with their lives, and there's TAG and there's other things, but the students aren't treated equally, it doesn't matter that if you're in a special program, the teachers shouldn't treat you in a special way, you should be treated exactly the same. And if an ACE student is found in a dress code sweep they'll be written up and suspended but a regular student it would be like "no, it's okay, like we don't expect anything better of you".

Another thing is the so-called star pupils are held to a higher standard but teachers don't like them, they think oh they're snobby, they don't think much, they talk a lot, and they don't care about anything. And so the teachers are always out to get them. They want to teach them but at the same time they want to get them for something, to get them in trouble, to show that they're just the same as everyone else. That's not the same.

The lunch periods are way too short for the students to eat and relax. By the time most students are finished getting their lunch they don't have time to actually sit down and enjoy their meal and process what they're eating and just calm down after a hard morning. Breakfast is supposed to be served at most schools as Jay said before and we don't have that. If there's room in our budget to have breakfast for students, then we should. A lot of kids wake up really early, they go to school, and they don't have time for breakfast so school should offer that.

Another thing is there's not enough AP courses, vigorous courses, vigorous training, that's what we need to help us in college, that's what we need to get us into Ivy League schools and to make us better people and better citizens. And if we don't have AP courses, we don't have that.

One of the most important things is guidance counselors. There are only four for about 1,400 students. I want to go to a really great school, a really great college and my guidance counselor doesn't have time for me. If he has to squeeze me in between every other student that he has to take care of, there's not enough time for me, I'm not treated like an individual, I'm just one of the majority.

Kids are being suspended for skipping, but the truth is, if they're skipping they don't want to be in school in the first place, give them in-house suspension, make sure there's a teacher in in-house that actually teaches them something. Substitutes are another issue, most schools don't have enough substitutes to cover every absent teacher and there's entire classrooms of students sitting around talking, not doing anything, wasting their precious learning time.

And the final thing I would like to talk about is student representatives on the Board of Education, we truly need one. You guys need to know what's going on in our schools and we can help you and we can tell you what you need to see because we know you're busy and you need to be around us. Thank you.

Bryan Baker, 275 Peach Orchard Road, had the following comments: I came here tonight sort of in response to the CMT scores, the CAPT scores, it was very interesting and nice to read Commissioner D'Angelo's letter last Sunday calling for changes. Having taught at Wilby for seven years, I realize that there are serious changes that need to be made, we want to make sure that all the students improve. But with a school system this large and with this much data, more important than making the right changes, is asking the right questions. As someone with a science background, I've learned if you go into a project with the wrong question, you can do everything perfectly and still come up with a lousy result. So I was thinking about things, my own experiences at Wilby, and looking through the numbers, and I came up with a couple of questions that I would encourage you to consider. For example, just using Wallace as a name there, looking at this year's eighth grade CMT scores, how many of those students took the sixth grade CMT's here in Waterbury? How many of them took it in Bridgeport, New Haven, Windham, New London? Better yet, how many took the sixth grade CMT's at Wallace? How many of those students stayed in the school for those whole two years in between? Were they at Wallace in sixth grade, Bridgeport in seventh, and then back at Wallace in eighth? By tracking those students, how many improved one level? If a student was a one, a below basic in sixth grade, did they move up to a level two in eighth grade? How many moved up two levels from below basic to proficient? Did any go down a level from two to one? Those are definitely where I'd flag students. These are important because they allow us to focus on what is or is not working in the schools. If we have a student transfer in, in September of their eighth grade year and they've been out of town, out of state, or even out of the country for all those years previous, yes the teacher needs to be held accountable for what happens between September and March but they should not be the only arbiter. They should not be the only ones held accountable, there's only so much that can be done. And with that in mind looking at the numbers, I pulled the CMT's and CAPT scores for this year city-wide and yes, compared to the State averages, they are pretty lousy. However, one of the things that I know the newspaper loves to do is, probably because it's easy, compare us to Wolcott, Watertown, Cheshire, Prospect, Beacon Falls. The State divides us into district resource groups lettered from "a" to "i" depending on socioeconomic status – how many single parent households, how many English-language learners, how many free and reduced lunch, how many, what's the median income, and obviously I'm running out of time but, just a little thing for third grade through fifth grade, only in two tests, fifth grade writing and third grade writing, was Waterbury anyone, but top, out of the seven schools in our reference group – Bridgeport, Hartford, New Britain, New Haven, New London, Waterbury, and Windham. In fact, I'll end on this, from third grade to eighth grade; New Britain and Windham were

outperformed by Waterbury students in every level, every single level save one. I don't, I believe it was third grade writing, it was the only one that New Britain or Windham outperformed the Waterbury schools. Yes we have problems, yes changes need to be made, but I encourage everyone to look at what the true problems are and not sensationalize things when things, yes, need fixing but they're not as disastrous as some would like us to believe. Thank you.

Debi Schatzle-Baker, 306 Peach Orchard Road, had the following comments: I came here today to make sure that, first of all, the public is reminded that the Board of Education is a policy and procedure Board that sets up to implement what happens as a matter of policy and that, for all practical purposes, most of those policies have been working for a very long time as Brian, who is the scientist in our family, just so aptly put on all little charts for you, that he just gave to Carrie, he broke it all down. But it's all about are we asking the right questions? And yes, overall for years and years since CMT's came out and CAPT's came out, we've been faced with these disastrous comparisons. But in this age of computers, it's about asking the right questions. We have done this in the past, let's go back and look at our students, pull data for students who have stayed in our system in the same feeder school to middle school to high school, i.e. Wendell Cross, Wallace to Crosby, Walsh to Wallace to Crosby, you know or Tinker to West Side to Kennedy, pull a group of students who have stayed stable, without mobility, and I don't care if those students are from single parent households, I don't care if those students have free and reduced lunch, I'm talking about the students who have stayed in a solid education in the City of Waterbury, pull their scores, we did this about 15 years ago and you know what, those kids all scored at proficient levels. And we need to look at that again. It's about asking the right questions. And then look at what are the answers to the other questions. Do we need to go back and look at the massive mobility issue that we have with our students? We need to continue to look at educating the entire student. We need to continue to look at not losing our art and our music and our theater arts and our gifted programs, which we've at little individual schools because principals have chosen to take them out of their individual budgets. And I think we're doing a disservice to students in those schools. If one middle school has a program and another does, but the third does not, why are we allowing that to happen and how is that servicing our students? The same with two high schools versus another high school. As one does a pilot how do we move it forward and how do we serve the whole student. I'm gonna try and order you all a book, it's one of my favorite little . . . book, and it's called Change is Good, You go First. Because we all want to say it's not our job, it's not the parents' job, it's not the kids' job, it's not the teachers' job. You know what, it's everybody's job. And I'm sorry, Pat, but this is speaks for you and me, 20 years ago there were 5,000 PTA members in this City of Waterbury, Pat and I were presidents of the PTA Council in this town, there are less than 500 today. So there's one place that I have some parents in town, and I hope a lot of these people in this room will join me, we need to get our PTA's back in our schools. And since I've just left the State Board I'm willing to start the Council again and I hope this Board will support that. Thank you, good luck.

James Monroe, 250 Wood Street, had the following comments: Thank you for allowing me to speak tonight. I won't take much time but I will make one request, if I run short of my time, I'd like to extend it to someone else, so I'll be very brief. One thing I'd like to say is the youth of the City that goes to school came before you tonight in doing an excellent job in telling you about some of the things that they would like to see. And I

would hope very, very diligently that you would listen to them because they are our future.

Number two, I'm here to support the naming of the school in the North End of Reverend Reed. There's been 34 schools and finally we have a chance to name one school after a minority and I hope that you really consider this. And I would also like to take the time to thank everybody that came tonight to support this, they're showing you numbers and it's a very good thing. Thank you very much.

Andy Michaud, 175 Columbia Boulevard, had the following comments: The reason I'm coming before you tonight is there are a few incidents that I've experienced over the last several weeks involving kids in the public school education system that pretty much shocked me and I did want to mention them tonight. The first one was a few weeks ago, I did a tour with Chief O'Leary down at the PAL Center on Division Street, the Rec Center, and he had, I believe, a girl named Teresa LaBarbera from Channel 3, she was doing some type of program on PAL, and the Chief took her around for a tour. We started off in the Rec Center and in the Rec Center was some type of woodworking shop which I'd have to say there was about 20 to 30 kids in there, boys, girls, and even mix, and they were making these Adirondack chairs. Looking from the second floor of the Rec Center, looking down, I looked at every one of those kids and every one of them was focused on what they were doing. They all had hand tools, sanders, and they were extremely committed to working on the chairs that they were making. Now young Teresa LaBarbera was walking around interviewing some kids, I don't know if anybody's ever seen her, a very attractive girl, a lot of the guys, they didn't even know she was there; they were so committed on what they were doing. And I believe it's a program through Workforce Connection where these kids are paid to do this type of work, but you could tell it wasn't about the money, it was about the commitment and the focus they had in doing something they really enjoy doing. So I think that there's a lot of things that these kids had that day that should be looked into and possibly studied through PAL.

The other incident that kind of struck me was not too long ago there was an incident with a teacher at Wilby, there was a story in the newspaper, and I went online, I was looking at the story and I was looking at the comments underneath it, and some of the comments started off "the same old Waterbury", "lousy public school system", "lousy schools" and then I was kind of shocked by the number of students from Wilby that responded in a very defensive way, they were defending their school, they had pride in their school and they had passion in their school. They kept saying just because there's one person bad it doesn't make us all bad. So I think the point that I'm trying to make is that there's some issues with the test scores in the City of Waterbury, the Education System, and I think that the answers that you're looking for are inside these kids' heads. I mean to look at the kids at PAL with the commitment and focus that they had, if they could translate that into school work you'd have a very successful system. In reading the blogs in the newspaper with the passion and pride that the kids had at Wilby, if they could take that passion and pride and use it toward their school work, I think you'd have an overall better system. Thank you.

Jimmie Sanders, 120 Hillside Avenue, had the following comments: I want to say thank you for giving us this opportunity to come to you with a cause we think is very worthwhile, that is the naming of the new North End school after a man, in my mind, will

never die. We have talked about someone who died on August 6, 1983. And to most of us he is still alive today. We talk about him as he's right next door to us, as he's still walking to us into church, or he's still walking us, tutoring us in a problem that we may have had in math, psychology, sociology, whatever it may be, in our marriage, in our finances, this man today is just alive as he was back in 1983 before his demise. We can honor him and keep him alive even better by naming the school after him and giving the people that are gonna come after him, the students, that even though your life may be short, or your life may be long, you do not have to be forgotten. You could be remembered and talked about in a good way, in a positive way, in a way that you could tell someone with proudness what that person meant to you, what they did for you. How they did it for you and the . . . no matter what the tone was, no matter what the problem was, big or small, just like the bible says, there's no problem too big for God, and there was nothing too small or too awkward or too different for this man that we're about to name this school for. And I thank you.

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Sweeney, it was voted unanimously to return to the regular order of business at 7:30 p.m.

HAYES: Motion made and seconded. All in favor, opposed.

SUPERINTENDENT'S REPORT: Thank you to all of the individuals that came and spoke this evening. We take all of your comments to heart and take them seriously and we will work with you to improve what it is you'd like us to improve on.

Dr. Snead read and distributed the following report:

As you are probably already aware, the State of Connecticut was not selected in its bid to obtain Race to the Top funding. A list of finalists was released last week by the U.S. Department of Education, and unfortunately, Connecticut was not one of the finalists.

We will be conducting an Orientation for New Teachers on Monday, Tuesday and Wednesday, August 16, 17 and 18. Board of Education Commissioners are invited to join new teachers during the luncheon break on Monday, from 11:45 a.m. to 12:30 p.m. The orientation is being held this year at Rotella.

We will also be holding Professional Learning Communities training for administrators and school teams on August 18 and 19. This will take place at North End Middle School/Wilby High School complex. The training on the 18th is half-day only and is designed for new administrators to receive an introduction to the PLC concept. The training on the 19th is full day and is for all schools. This session will be used to create the PLC action plan for Year Two in connection with the School Improvement Plan that administrators will present to their staff on August 25 and 26. Plans will be presented for on-site coaching by the DIP Executive Management Team.

I will be attending an annual Back-to-School meeting on August 18 in Hartford with Commissioner McQuillan.

Staff will meet with O & G this week to discuss the final stages of construction for Gilmartin School prior to opening. We are beginning to formulate plans for a ribbon-cutting ceremony and a dedication.

PRESIDENT'S COMMENTS: I'll make my comments brief. I just want to let people know that are waiting for the vote that we will get to that shortly but, after the vote, there is a letter that was presented to me from a family of our anticipated naming, but I would ask that you remain so I can read that letter into the record.

To the student at Crosby that came, I really appreciate you taking the time to come down here and offering that. I don't know if you're still here or not, but we will pass along your comments to Dr. Padua. Dr. Snead, please do that for him. But those are a lot of the kind of comments, unfortunately, I used to hear from my kids and we need to address those and we will.

President Hayes proceeded to read the Consent Calendar items.

8. CONSENT CALENDAR

Upon a motion by Commissioner D'Angelo and duly seconded by Commissioner Harvey, it was voted unanimously to approve the Consent Calendar, items 8.1 through 8.19, as listed:

- 8.1 With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the Waterbury Public School's Organizational Chart dated July 27, 2010, as attached.
- 8.2 With the approval of the Committee of the Whole, the Superintendent of Schools recommends the Board of Education's April 28, 2008 approval of the formation of a Building Committee for the purpose of carrying out the "Carrington Elementary Pre-k - 8 Renovation/Expansion" project be **amended** as follows:

With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the formation of a Building Committee for the purpose of carrying out the "Carrington Elementary Pre-k - 8 **New Construction Project**". Such Committee shall consist of Mary White (Chair), Karen Harvey, Patrick Hayes, Neil O'Leary, and Ann Sweeney.
- 8.3 With the approval of the Committee of the Whole, the Superintendent of Schools recommends the Board of Education's April 28, 2008 approval of the preparation of schematic drawings and outline specifications for the purpose of carrying out the "Carrington Elementary Pre-k - 8 Renovation/Expansion" project be **amended** as follows:

With the approval of the Committee of the Whole, the Superintendent of Schools recommends approval of the schematic drawings and outline specifications for the purpose of carrying out the "Carrington Elementary Pre-k – 8 **New Construction Project**".
- 8.4 With the approval of the Committee on Finance, the Superintendent of Schools recommends approval of an Agreement with University of Bridgeport to provide student internships.

- 8.5 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval of the submission of the 2010-2011 Consolidated State Grant Application.
- 8.6 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval to apply for the State Department of Education's "Primary Mental Health" continuation grant for Brooklyn and Wendell Cross Schools.
- 8.7 With the approval of the Committee on Grants, the Superintendent of Schools recommends permission to apply for the Connecticut State Department of Education's "21st Century Community Learning Centers After-school" grant for the following schools:
- * Project 1 Sprague School with possible community-based site at the WOW Community Center
 - * Project 2 Gilmartin School with possible community-based site at the WOW Community Center
 - * Project 3 State Street School
 - * Project 4 Enlightenment School
 - * Project 5 Crosby High School
 - * Project 6 Wallace Middle and West Side Middle School students at River-Baldwin Recreation Center and possible community-based site at Berkeley-Warner Community Center for North End Middle School Students
- 8.8 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval of Amendment Number One (1) to the Professional Services Agreement with The Greater Waterbury YMCA for Sub-grantee Services under the School Readiness and Child Day Care Grant.
- 8.9 With the approval of the Committee on Grants, the Superintendent of Schools recommends approval of Amendment Number One (1) to the Professional Services Agreement with Kids Town, LLC for Sub-grantee Services under the School Readiness and Child Day Care Grant.
- 8.10 With the approval of the Committee on Building, the Superintendent of Schools recommends the Board of Education's June 2, 2008 approval of the Educational Specifications for the Carrington Elementary Pre-k – 8 Renovation/Expansion project be **amended** as follows:
- With the approval of the Committee on Building, the Superintendent of Schools recommends approval of the Educational Specifications for the "Carrington Elementary Pre-k – 8 **New Construction Project**".
- 8.11 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of a Professional Services Agreement with Sustainable Engineering Solutions, LLC to provide Independent Commissioning Services for the Carrington Elementary School and Waterbury Career Academy High School projects.

- 8.12 With the approval of the Committee on Building, the Superintendent of Schools recommends approval of a Construction Contract with Silkdown Roofing, Incorporated, Phase 5 of 5, for installation of a Photovoltaic System at the New Gilmartin Elementary School.
- 8.13 With the approval of the Committee on Schoolhouses, the Superintendent of Schools recommends approval of a Maintenance Services Agreement with SNE Building Systems, Inc., for maintenance services for facilities management system, system support services, and Temperature control at the Laurel Hill Complex (consisting of Wilby High and North End Middle Schools), Rotella Magnet School, Bergin Complex (consisting of Crosby High and Wallace Middle Schools), Maloney Magnet School, and Kennedy High School.
- 8.14 With the approval of the Committee on Food Service, the Superintendent of Schools recommends approval of a Construction Contract with American Millwork and Lumber, LLC, to provide kitchen renovations at Bucks Hill Elementary School.
- 8.15 With the approval of the Ad-hoc Committee on Naming of School Facilities, the Superintendent of Schools recommends approval of the request of Marisa Blakeslee to name the new Bucks Hill Pre-k Annex Playground in honor of Mary Ann Daukus.
- 8.16 With the approval of the Committee on School Activities, the Superintendent of Schools recommends approve the use of school facilities by school organizations and/or City departments, as listed.
- 8.17 With the approval of the Committee on School Activities, the Superintendent of Schools recommends approval of the use of school facilities by outside organizations and/or waiver requests, as listed.
- 8.18 With the approval of the Committee on School Activities, the Superintendent of Schools recommends permission be granted to Renu Saharan, WHS CBT Program, and six chaperones to take 20 students to West Springfield, MA on September 23, 2010 to visit The Big E.
- 8.19 With the approval of the Committee on School Activities, the Superintendent of Schools recommends approval of the request of the Greater Waterbury YMCA to utilize Gilmartin School for a Before/After School Childcare Program.

HAYES: Motion made and seconded. All in favor, opposed. We move onto Item #10.

10. AD-HOC COMMITTEE ON NAMING OF SCHOOL FACILITIES

- 10.1 Upon a motion by Commissioner White and duly seconded by Commissioner Harvey, it was voted unanimously to approve a waiver of the Board's moratorium on naming of school facilities dated October 15, 2007.**

HAYES: Motion is made and seconded. Any discussion? Hearing none – all in favor, opposed, motion passed unanimously.

10.2 Upon a motion by Commissioner White and duly seconded by Commissioner Harvey, it was voted unanimously, by roll call vote, to approve of the naming of the New Elementary School #3 – North Main/Robinson Street Site, State Project #151-0253 N/PS, as follows: Jonathan E. Reed Elementary School.

HAYES: Motion is made and seconded. Under discussion, Commissioner Harvey.

HARVEY: President Hayes, if I may take just a few minutes to just commend a few people, Jim Sanders, I want to thank you for your tenacity. I want to also thank the community and let us learn a lesson from this that when we are unified and when we speak with one voice what we could do and I congratulate you. I also want to thank the retired teachers, it's just reassuring to know that when we need you that you're there, and I thank you very much for that. Lastly, I want to thank Phil Benevento, although he hates to admit it he's my former English teacher, and I want to thank him for utilizing his position as City Historian towards this cause. I think he was very, obviously very articulate in expressing his support for this cause. So, I'd like to thank him, as well. Now to my fellow Commissioners, you can obviously see from the turnout how important this is to the community. This is a historic vote. And I hope that when the page is turned on this year in the history books in Waterbury that it will state that this Board, no past boards, but this Board was responsible for affirmatively passing the vote to name this school after Jonathan E. Reed. Therefore, President Hayes, I am calling for a roll call vote on this, and, the community has waiting long enough for us to pass this vote so I am calling the question. Thank you.

FLAHERTY-MERRITT: Point of order, you were speaking in favor of the motion, to call the question you have to raise your hand and wait to speak again, you have to get inline again.

HARVEY: Well I called the question so there should be no other discussion.

FLAHERTY-MERRITT: You can't do it with the same motion speaking in favor.

HAYES: Please, let's have everybody have a chance to say what they'd like to say.

MORALES: Usually . . . does not have lack of role models and we have an opportunity to have somebody in the community who is a role model, especially naming a school after this man. And I believe that having someone from the community at this level; it seems everybody in here . . . Thank you for being here and supporting that. I think, like she said, now that we can. Thank you.

STANGO: I am proud to be here tonight to vote on this historic resolution. And I also wanted to say that last week we all heard some other heartwarming and emotional presentations on naming of our new schools and I just want to remind those presenters to stay tuned in and petition this Board to name other appropriate school spaces in honor of their loved ones. Thank you.

THERIAULT: Certainly this moment is long overdue. Hundreds of years overdue really to give these fine people the recognition that they certainly deserve. Reverend Reed is one of many, many famous Black Americans, and many, many Americans throughout the Country so this is long overdue, a tribute to all of you, a tribute to him as being the standard bearer representing all the people that went before him. Congratulations to all of you.

HAYES: Anyone else? I would just like to briefly take a quick point; Commissioner Harvey mentioned the tenacity of Mr. Sanders. I'll tell you from my point of view, he had tenacity but you know what, there's never been a more gentlemanly way of presenting his case in front of this Board since I've been here. Mr. Sanders, I wanted to personally thank you for that, for the way you conducted yourself through this whole process. Now we'll get on with the vote and as Commissioner Harvey stated, I was going to ask that we have a roll call vote so that we all have a chance to vote for this on the record because it is a historical vote.

ROLL CALL VOTE ON ITEM 10.2:

Yeas: Commissioners D'Angelo, Flaherty-Merritt, Harvey, Hayes, Morales, O'Leary, Stango, Sweeney, Theriault, and White.

HAYES: Motion passes unanimously. (applause) Now, as I stated, I didn't want to guarantee I was gonna be reading this letter, but this letter is here, it's addressed to the Waterbury Board of Education, August 2, "Dear President Patrick Hayes, Jr., We the family of the late Jonathan Edwards Reed, thank you, Superintendent Dr. Snead, and the members of the Board of Education for bestowing the great and well deserved honor of naming the new elementary school after Reverend Jonathan E. Reed. We also thank Reverend Larry C. Green and the Grace Baptist Church community, Reverend Reed's beloved students and friends who have participated and supported this cause. Special thanks to James R. Sanders who had a good idea many years ago and has spearheaded and worked tirelessly for its fruition. It's a long denied dream come true. We hope that the children who attend this school will be guided by Reverend Reed's example and love learning and find joy in helping others. But most of all we thank God for allowing us to see this marvelous day. Thank you again and again, the family of the late Jonathan E. Reed, his sister Martha Reed Price, nieces Deborah Reed Price and Priscilla Eileen Price.

11. COMMITTEE ON RULES & REGULATIONS

11.1 Upon a motion by Commissioner White and duly seconded by Commissioner Sweeney, it was voted unanimously to approve of the new policy entitled "Naming of School Buildings", #7003.

HAYES: Motion is made and seconded. Discussion? Hearing none – all in favor, motion passes unanimously.

12. COMMITTEE ON SCHOOL PERSONNEL

12.1 Upon a motion by Commissioner Harvey and duly seconded by Commissioner D'Angelo, it was voted, by roll call vote, yet *the motion failed*, to approve the grant funded/non-union salary adjustments for 2010/2011, as attached.

HAYES: Motion made and seconded. Under discussion – Commissioner Theriault.

THERIAULT: I'm at a bit of a conundrum on this particular situation with regard to the teachers not getting a raise but the administrators getting theirs. Knowing how hard many of these people work, and we kind of spread the gamut on the salaries in terms of people making \$9.00 an hour to people making almost \$70.00 an hour; it's kind of like splitting hairs. But, that being said, in these very, very tough economic times and when we read the newspaper and we see a tsunami coming to the State of Connecticut, that tsunami is also coming to us. So even though this money does come from grants and so forth, it's still taxpayers' money and I think we need to set an example. Thank you.

HAYES: Anyone else. Let's do a roll call on this.

ROLL CALL VOTE ON ITEM 12.1:

Yeas: Commissioner White and President Hayes - 2

Nays: Commissioners D'Angelo, Flaherty-Merritt, Harvey, Morales, O'Leary, Stango, Sweeney, and Theriault - 8

HAYES: Motion fails eight against, two in favor.

12.2 Upon a motion by Commissioner Harvey and duly seconded by Commissioner D'Angelo, it was voted unanimously to approve the appointment of Cynthia Hammond as Middle School House Principal, Wallace Middle School.

HAYES: Motion made and seconded. Any discussion? Hearing none – all in favor, opposed. Ms. Hammond is here; would you like to address the Board?
Congratulations.

13. SUPERINTENDENT'S NOTIFICATION TO THE BOARD

Upon a motion by Commissioner Sweeney and duly seconded by Commissioner Harvey, it was voted, with Commissioner D'Angelo "abstaining" to receive and place on file items 13.1 through 13.9, Superintendent's Notification to the Board, as listed:

13.1 Appointments:

Baldwin, Stephen – Athletic Director, WHS, effective immediately.

13.2 Soar to Success Summer School appointments, salary according to individual's contract:

D'Angelo, Nicole - Substitute, District-wide.

13.3 Grant funded appointments effective immediately:

Cianfagna, Traci	Regan gr. 3	Bucks Hill gr. 2	8/25/10
Clark, Karen	KHS Spec. Ed	CHS Spec. Ed	8/25/10
Colella, Lisa	Generali (split K)	Generali gr. 5	8/25/10
Decarlo, Ann Marie	Sprague K	Bucks Hill PreK	8/25/10
Deslauriers, Kristen	Driggs gr. 4	Driggs gr. 2	8/25/10
Diaz, Yesenia	KHS Spanish	KHS Guidance	8/25/10
Farrell, Roxanne	WSMS Math	KHS Math	8/25/10
Ferrare, Patricia	Bucks Hill Spec. Ed	Washington Spec. Ed	8/25/10
Finnegan, Erin	Brooklyn/Wilson Speech	Wilson Speech	8/25/10
Genovese, Nichalene	Sprague/Gilmartin Library Media	Gilmartin Library/Media	8/25/10
Giammatteo, Tim	Sprague gr. 5	Sprague K	8/25/10
Goodman, Melissa	Bucks Hill PreK	Gilmartin PreK	8/25/10
Graboski, Melissa	Sprague gr. 2	Sprague gr. 3	8/25/10
Groski, Megan	WSMS gr. 6 Math	Gilmartin gr. 6 Math	8/25/10
Gwiazdoski, Drew	Bunker Hill Trans. gr. 1	Bunker Hill K	8/25/10
Haines, Thomas	Generali gr. 5	Bucks Hill gr. 4	8/25/10
Horan, Geraldine	Sprague K	Sprague gr. 2	8/25/10
Howard, Kathleen	Maloney Spec. Ed PreK	Maloney Spec. Ed RR	rescinded
Kaminsky, Helen	Sprague gr. 3	Sprague gr. 2	8/25/10
Klem, Lisa	Regan Spec. Ed	Gilmartin SE Resource	8/25/10
Lopez, Doreen	Rotella gr. 2	Rotella gr. 4	8/25/10
Machial, Anna	Bucks Hill gr. 4	Kingsbury gr. 3	8/25/10
MacKay, Amy	Sprague gr. 2	Sprague gr. 5	8/25/10
Mastrianni, Geralyn	NEMS Reading gr. 6	NEMS Reading gr. 8	8/25/10
McCasland, Maureen	Barnard Trans. gr. 1	Barnard K	8/25/10
McDonald, Brian	WHS Math	NEMS Math gr. 8	8/25/10
Misset, Aimee	Carrington Title 1	Carrington/Bunker Hill Literacy	8/25/10
Murphy, Jacqueline	Maloney Spec. Ed RR	Gilmartin Spec. Ed	rescinded
Murphy, Jacqueline	Maloney Spec. Ed RR (temp)	Maloney Spec. Ed RR (perm)	8/25/10
Newmark, Cathleen	Bunker Hill/Carrington Social Worker	WAMS/Carrington Social Worker	8/25/10
Paris, Ana	Walsh Trans. gr. 1	Walsh K	8/25/10
Pelletier, Allison	Wilson PreK	Bucks Hill Main PreK	8/25/10
Pesce, Jennifer	WMS gr. 7 Math	CHS Math	8/25/10
Rinaldi, Jessica	Walsh gr. 5	Walsh K	8/25/10
Robinson, Debra	Gilmartin Reading	Wash/Wilson Literacy	8/25/10
Rodriguez, Delores	Walsh gr. 2	Walsh K (Readiness)	8/25/10
Ruffin, Mardelle	Driggs gr. 2	Driggs K	8/25/10
Russo, Christine	Sprague gr. 5	Sprague K	8/25/10
Sample, Atiya	CHS Math	WAMS Math	8/25/10
Sileo, Renee	WAMS Social Worker	Bunker Hill/Gilmartin Social Worker	8/25/10
Soja, Ursula	Chase Title 1 Reading	Hopeville Title 1 Literacy	8/25/10
Stasaitis, Heather	Sprague K	Sprague gr. 3	8/25/10
Stolfi, Christine	Sprague Spec. Ed-RR	WMS Spec. Ed	rescinded
Stolfi, Christine	Sprague Spec. Ed-RR	CHS CBT Program	8/25/10
Strileckis, Branden	Brooklyn gr. 4	Maloney gr. 4	8/25/10
Swigart, Mark	KHS Music	Wilson/Enlightenment/Tinker Music	8/25/10
Treichel, Ashley	Driggs Trans. gr. 1	Driggs K	8/25/10
Tutino, Erica	Chase gr. 5	Chase gr. 2	8/25/10
Vargas, Alicia	NEMS Math	Driggs gr. 3	8/25/10
Wainwright-Staton, Karen	WAMS Math	CHS Math	8/25/10
Ward, Kim	Kingsbury PE	Enlightenment PE	8/25/10
Wilson, Maureen	Sprague gr. 3	Sprague K	8/25/10

HAYES: Motion made and seconded. All in favor, opposed. We have an abstention from Commissioner D'Angelo. Now we'll go onto unfinished business of the preceding meeting only. Hearing none, under item 15 is other unfinished, new, and miscellaneous business. Commissioner D'Angelo.

D'ANGELO: I had a member of the public approach me over the weekend and had a very nice paper plaque that a member of their family received when they graduated from one of our schools many, many, many years ago and they want to donate it to our school system to be displayed somewhere. And I was talking to Paul Guidone prior to the meeting and I'm wondering if we can, maybe at a Workshop or have Paul search for some type of a place where not only this item, but as people wanted to donate other historic things from the City, whether it's at a school, Dr. Snead's office, we could have some kind of display case put somewhere. I guess we don't need to talk about it at a Workshop but maybe we can just ask Paul if there is such a place or if they could come up with a place.

HAYES: Most of the schools have some kind of a display case so I don't know if we have to decide which school to put it in or whether we want to do it in Central Office maybe. Would that be the decision?

GUIDONE: Individual schools do it; I think Paul's suggestion is probably some district-wide place that may be appropriate if it's not in a specific school. But we could give it some thought.

D'ANGELO: I'll bring the item to our next meeting so we could all see it at least.

HAYES: Okay. We don't need an ad-hoc committee for it?

D'ANGELO: No, we don't need an ad-hoc.

HAYES: Any other unfinished, new, or miscellaneous business?

D'ANGELO: I just have one more item. President Hayes, I just want to kind of agree with members of the public. As you know, through some of the emails and the tone of my editorial, I really hope that our Board as a whole, under your leadership, at our next Workshop starting, and for future workshops, really get serious about, and I'm not saying you haven't been serious, but really get serious about test scores, about student performance, about looking at new innovative programs. You know, I've had a long frustration, it's been no secret, about the types of things that we discuss at our Workshop, most of which end up on Consent and being approved anyway. But I have always felt, and I continue to feel, more strongly today that if we're gonna spend two or three or four hours at a Workshop, I'd rather roll up our sleeves and talk about curriculum and talk about some of the programs and some of the opportunities for these kids. So, I just wanted to make that on the record again.

HAYES: I mean just as a response, there are certain things that require Board action, the discussion is based on you guys, how badly you want to discuss some of this stuff and sometimes the discussion goes on for a long time on stuff that I don't believe requires that kind of discussion but it is still something that's part of our process we have to do. Most of the other things are items that are added for discussion based on

what's requested by Board members. Maybe we could do a better job eliminating some of the discussion on things that maybe don't require as much, but I haven't been all that successful at that sometimes, so maybe if we all try to work together on that and limit that discussion on some of the things that don't really require that much discussion but they do have to be on our Agenda because we do have to act on it. That's something that we have to do.

D'ANGELO: Maybe one thought might be, very much like we have a Consent Calendar on our regular meeting, why not put items on Consent, you can put items on Consent at Workshops, things that you and Paul and Dr. Sequeira need to vote on but don't necessarily require discussion and if any Board member requires a discussion, they can feel free to discuss it. Just one idea.

HAYES: That could be something that we do but it still should be read into the record for the public to know what we're discussing and just passing through.

HARVEY: Just a few things, President Hayes. One is, I forgot to mention this in the Building Committee meeting, is a request from Jim Sanders for an architectural drawing of the Jonathan E. Reed School, a picture with his name on the school. It is my understanding he wants to present this to the surviving sister of Jonathan Reed. So I'm just, and I discussed this with Mary regarding this and I just want to see if we can do it and how quickly.

HAYES: Let's just direct O & G to put something together, the architectural firm.

GUIDONE: That would be some Svigals would do, we can certainly get that to them. I'm sure they can turn around something quickly.

HARVEY: Alright, thank you. Secondly, the Personnel Committee did meet and there are some recommendations that we have that we would like to put on for the next workshop. Carrie, I will fax that over to you.

Thirdly, I think that we should consider student representation on this Board. I've heard that come up and as long as I can remember requesting that when I was in high school. So, I think that's something that this Board should consider. Thank you.

O'LEARY: I had, I kind of lost track of time here but, I had written an e-mail a couple of weeks ago in response to some information about this City's decision to remove Attorney Clemow from the Angurio case. And I had also asked about a second case that was brought to my attention where an employee was brought back to work after his case was mediated with no input from Central Office. Do you recall that President Hayes?

HAYES: Yes. Actually we did discuss it at Executive Session. In your absence we were planning to reiterate that when you returned. So maybe we can address that. I don't know what we can address publically, Paul, or we can make it part of our executive session?

O'LEARY: If that's your desire, President Hayes, but, this is an issue I think should be aired out in the public.

HAYES: The specifics . . . air out in the public; I think what you're concerned about is that we weren't told that in fact the Attorney that we thought was representing was pulled, right? That's the issue and that we can discuss openly. I don't know, Paul, if you have a response to that.

O'LEARY: In particular, if it's, first of all, and I'm not afraid to say the guy's name he's been all over the newspaper for the last who knows how long, the Angurio case, this is probably the most highly publicized case in the school department in the last 10 years and I just find it incredible that the law firm who guided us through this process and built a case against this individual, suddenly for unknown reasons, it's been pulled from that firm for the most important aspect of the entire scenario, the representing the City through the labor grievance procedure. And I think it's amazing that that happened and I want to know why it happened. Secondly, I want to know why an employee, and I won't mention her name, was brought back to work after being terminated without any input from Central Office and I became in possession of the written correspondence from Attorney Thomas McDonough to Central Office that I found, at the very least, to be one of the most insulting, arrogant things I ever read and I want to know why that was authored in such a fashion. I want to know what the heck is going on, is what I really want to know.

HAYES: Like I said, Paul can give you an answer to, I was contacted about it, I was contacted by you about it, we brought it in and we did talk about the specifics of what was going on but we also did touch on what happened there and Paul can give you an answer unless you want to get the answer directly from the people you're questioning, it's up to you.

O'LEARY: I'm satisfied to hear from Mr. Guidone.

GUIDONE: There are two separate issues as you described Chief, one having to do with counsel for the Angurio case. It's been the department's position that we wanted the outside law firm to continue to proceed with that case. Corporation Counsel indicated that by Charter, he makes determinations on assignment of counsel and based, as what he described to me, was based mostly on financial considerations, the amount of money that had been projected for costs of that, recent concerns expressed by the Board of Aldermen regarding use of outside counsel across the City, not just our case, and while I think he was still open to some discussion, as we go down the line that he was making a judgment that Corporation Council had the wherewithal to handle the case.

O'LEARY: And I think that is the problem here and I'm not being critical of the Corporation Counsel, himself. However, it was his office who brought back a terminated employee without any input from anyone in Central Office and then offered the nastiest memo I've ever seen, to Central Office, being highly critical of them for not following certain procedures that I've been told were followed, but this attorney would not have known that because he didn't inquire. So my point is, clearly, this Angurio case is a very important case. If we lose this case or if we plead it out, come up with some kind of alternative arrangement, what kind of a tone are we setting about that to the City of Waterbury, the taxpayers, to the employees, to the teachers and the students? Here you are, you have these students here this evening who have made an

effort to come down here and tell us they had one toilet working in Crosby High School last year in their particular wing. Again, it goes back to the School Inspector's Office. To take this case out of the attorneys who worked so diligently with Central Office to build a case, I think is an enormous mistake. And if it is a money consideration, which I'm not buying quite frankly, I think it's more of a personality issue, that's what I think. But if it is a money issue we can fix it, let's find the money and pay the people to make sure this case goes the way it needs to go because God help us if it doesn't. We're all gonna be sitting here with mud on face after all the work that has been done and after all the effort that we're making in the right direction to correct this problem with the School Inspector's Office.

GUIDONE: I was planning to do so anyway but I will follow this issue up with Corporation Counsel on both matters. I intended to this past week, got busy with some other things, but I plan to do so.

O'LEARY: I think their office has shown us clearly in the second case what they think of us and our opinion.

HAYES: What is the status right now, has Attorney Clemow been brought back onto that case?

GUIDONE: No.

D'ANGELO: In light of Commissioner O'Leary's comments and the importance of both of these cases, I think it would behoove this Board, or the Board President, to request an Executive Session meeting with the Corporation Counsel so we can stress to him, or her, how we feel about this because I think, I agree with Commissioner O'Leary, it's far too important and I agree with him again, I don't buy the money thing. I think it was either a personality reason or to show us whose boss. And in any case to take it out of the hands of a very competent attorney that we had it in the hands of and put it in a Corporation Counsel's Office with, quite frankly with their track record, I think is scary. But I think we need to send a message to them and meet with them because the longer it goes on, I think it just improves the chances of some kind of a settlement being reached.

HAYES: I planned on asking them, that's why I asked Commissioner O'Leary if he just wanted it from Paul, I'm sure he didn't want it just from Paul after the response that he got. We need to have Corporation Counsel come to us and we can discuss this. It doesn't need to be in Executive Session either, we're talking process again, we're not talking about the case.

SWEENEY: Board of Education is an agent of the State and as such we should have the right to request our own attorney, an outside attorney for these things. And I think that Corporation Counsel, quite frankly, is out of line to pull this back in the middle of an investigation. And I think they do themselves an injustice because you know the first supposition is that they have something to hide and that's why they pulled this back quite frankly. So I think we have the right to have outside counsel, I think Attorney Clemow's office has done some work up to this point, I think this Board has the right to see what they found and what they had done up until this point. I would assume they're going to get paid for what they did up to this point; I think we have a right to what they

did. I think we have a right to see what they may or may not have found. And I think we should ask for that and I think we should ask for the attorney to be reinstated on this case immediately. I think it does a disservice to everyone, I agree with Commissioner O'Leary, it does a disservice to everyone to change counsel in the middle of a pending case. I think this Board has a right. We need to stand together and we need to insist on outside counsel, we have that right.

GUIDONE: I'll communicate that to the Mayor and the Corporation Counsel.

O'LEARY: And I'll just finish up by saying, you know, when I was the Police Chief we used plenty of outside law firms for complex litigation cases because we didn't have the talent in the Corporation Counsel's office. It was not uncommon for us to seek litigators with the expertise in certain areas such as motor vehicle accident reconstruction and/or police brutality cases, and things along those lines. Truthfully, I don't think there's anyone in the Corporation Counsel's office that has complex labor litigation experience and that's why we chose Attorney Clemow in the first place. And as Commissioner Sweeney says, to just pull it midway there's more than financial considerations at stake here and we all know it so let's stop the bologna and let's get back on track.

HAYES: So Paul, you're gonna have, contact Corporation Counsel and the Mayor's Office.

GUIDONE: Yes.

HAYES: Now the other issue that sort of got lost in the shuffle here, Commissioner O'Leary had an opportunity to see a decision that was written that he felt didn't really represent us, with the tone that was presented. Could we all get a copy of that because I am concerned if, in fact, someone is speaking on behalf of us and, in fact, isn't representing us well.

GUIDONE: Sure.

THERIAULT: First of all, I'd like to echo Commissioner Harvey's remarks and congratulate the students for coming forward and voicing their very, very valuable opinion. I think this is the democratic way and it's something that should be encouraged. We should go out of way to get not necessarily a voting member of the student representatives on the Board, but certainly a member in one of our sub-committees or a member sitting at the table here. I think it's very, very important and would serve as a very vital and very, very, a very good role model of what democracy is all about. So, I certainly would like to refer this to the appropriate committee later for further action. And I had spoken previously, a year or so ago, about reviving this student day in government and I think that should be explored by the Board as well – Youth Day in Government, where we have an actual mayor for the day, I'm sure you're familiar with this, Commissioner O'Leary, and let the students practice being a Board of Aldermen member, a Board of Education member, the Mayor for the day, the Sheriff, and so forth, and let's have them come in for a couple of days and do the job and then take them over to one of our local restaurants for a nice meal and some camaraderie. I think it would go a long way in establishing better rapport and I think we need to listen to what they're saying about the student dress code and about one bathroom being open; I

think we need to address that immediately. And maybe we need to look at this dress code, maybe we need to tweak it a little bit, maybe we need to make (tape ended).

That being said, the other day I had the misfortune of having a leak in my bathroom and I had to pull the floor up and in pulling up the floor there was a leftover piece of copper pipe. So I was going to bring it to the Board as my ticket to the Christmas party but I decided to leave it home. That being said, I think my point is 30 years of ridiculousness at the taxpayer's expense in using scrap metal, and that's only the Board of Ed, what they do in the Water Department, whoa. I mean if we're getting \$1,200 for a scrap chiller, holy cripes, no wonder why the chillers are breaking down every year.

I do want to speak to the attendance issue and even though we have made a certain degree of incremental growth on our attendance, in other words, our attendance is improving a bit, I am very concerned, as you had also inclined, President Hayes, at the tremendous number of excused absences. And Dr. Snead, as you said, some of those are due to the swine flu situation which you encouraged to be excused. So now that the swine flu or the H1N1 is over, I hope we're not gonna see a resurgence of these tremendous number of excused absences. Because I have gone through every single student in terms of all eighth graders and all twelfth graders in each of our middle schools and high schools and I went through them methodically, it took me two days to go through them. And any student that was absent in excess of 19 days, I circled them and I want to go back and I want to see what was the reason for those excused absences. And I'll cover that issue later.

So, that being said, I think it behooves us to make sure that all our students that are on that graduation program are on there with the proper number of days in school. Namely, no student is absent 19 days or more for being unexcused. We know that suspensions are excused, we know funerals are excused, we know this or that is excused, there's a whole bunch of, myriad of excuses for students being excused from school. But they need to be in school. I saw one student was excused with 56 days of excused absences; 45 days, 55 days, very, very concerning unless they have a very, very chronic illness. So, I'll get back to you and give you chapter two in two weeks or maybe at the next Workshop and let you know where we're going with that. And I applaud the students, the parents, and the administrators for keeping up our increase in terms of attendance and, thereby, reducing the dropout rate and keeping students in school, as one person said, if we don't educate them then we incarcerate them and we end their lives early. So, and we put them into the hands of drug addicts and everything else.

My last issue is with regard to the test scores. I have been devouring the test scores and looking at the test scores and looking at them from all levels, grade three, four, five, six, seven, eight, and grade ten, at each of the schools. And I have seen such disastrous drops that it really, I'm pulling my hair out trying to fathom why we have a thirty percentile drop in a particular area, it just baffles me. One school had a thirty-five percent drop. And very, very few schools had an increase, very, very few. But of those schools that did have an increase, I think we need to boilerplate what they're doing and pass it around to the other schools and let them see what these schools are doing and immitate or copy those programs. I know one size doesn't fit all, but when you have three or four schools that are inner-city schools that are cutting the mustard, then we need to do that same kind of program at another school. You know, take a look at

Sprague, take a look at Hopeville, take a look at Wendell Cross, take a look at Kingsbury, they're cutting the mustard how come the other schools aren't? We need to look closely at our teachers, too. The non-performing teachers that are not cutting it year after year have to be brought on the chopping block and have to be told, we have to help them, we have to do what we can to improve their skills, but we need to either improve them or get rid of them. Parents are right, it's not all the kid's fault, but everybody shares a blame in this including the 10 of us. But every single parent, one parent said we don't need to teach our kids, you certainly do, you need to teach them every day. You need to help them every day, every day they come home, never say I'm too busy to answer your question, never say I'm too busy to help you with their homework, it's your responsibility too. Whether you're a single parent or whether you're two parents or whether you're a grandparent, show me a kid that has love and encouragement and I'll show you a successful kid. I don't care if he has a one parent family or not, that's not my issue. So I'm going to look at these test scores more diligently and I have given every Board member a copy of that customized interactive report from the State and I encourage you to look at it before the next workshop so that you can look from, for instance year nine to year ten and look at the increase at the various grade levels and you're going to see more minuses than pluses, and that's discouraging, that's discouraging. I, like Commissioner D'Angelo, do not want to see every principal come before us and give us another Workshop of what they did right and what they did wrong. I think they need to go to the Superintendent and the Central Office and I think we need to put the Superintendent and Central Office at the podium, in the desk, in front of us, all 10 Board members, and we need to get the answers directly from them. We don't have to micromanage this system, we have our managers that manage the system, they're accountable to us. The principals, the teachers, the students, are accountable to Dr. Snead and his Central Office. So I think they should come back with modifications, changes, revisions, take the programs that are working, utilize them, enhance them, take the programs that are not working and eliminate them, very simple, eliminate them. We spent millions and millions of dollars on our students for tutorial programs and summer school programs that obviously aren't working. So if we need to reinvent the wheel, let's reinvent the wheel. If we need to put some more spokes in it, some more air in it, let's do it, okay. But let's not just sit back and say, you know, as one person said, you know, it's insane to do the same thing over and over and expect a different outcome. So let's not be insane, let's be credible, let's be lucid, and let's be crafty and let's come up with some new solutions to some very, very complex educational ideas. Thank you. Everyone that wants to come you can bring your scrap metal to me for the Christmas Party; I'll bring it over to Albert's and cash it in.

HAYES: Anymore scrap metal references by anyone? A quick comment, I have in fact asked Dr. Snead to present to us, he will meet with his principals, his supervisors, prior to that, they'll probably come along. If we have any questions we'll ask directly of him, but that has already been done. I do agree that, one thing I want to state and I've said it for a number of years and when I've criticized before I was painted as the bad guy or whatever, but I don't want to hear again that if we have a program that's working someplace and we believe it should be put some place else, that they need to be encouraged, that they're reluctant to do that. I don't want to hear that again, Dr. Snead, from you or from any of your Assistant Superintendents or Supervisor or anyone – we need to have some motivation, these kids, they're different, and I know we hear they move from place to place and all that, but the fact of the matter is they're a type of kids that we have. We have so many different types of kids but if it's working someplace,

with Wendell Cross, we tried to get it into Sprague and it seemed that they were reluctant to do that. Why we just went to Sprague I don't know, it should be going everywhere. It's working, that's the whole idea, we followed these grant dollars to come up with a program that's successful so that we can replicate it, that's what we always talk about, if it's working, let's replicate it. We don't see a replication, we hear well they're reluctant over here; they don't want to do it over there. You know what, if they were showing us that they were improving every year then keep going the way you're going and maybe we'll follow you. But if their numbers are what they are, it's time for them to be quiet and no longer be reluctant but be willing to follow your lead and go along with the programs that are working, where they're working. To the students, I really appreciate you coming. We will get your names to Dr. Padua. I got to tell you my history, I got five kids that graduated, three from Crosby, and my daughter and son used to come home and tell me the same thing, so I'm really, that's aggravating that that still hasn't changed. My daughter told me the same exact things you told me. I had my daughter call for a dress code violation eight years ago and then they called down the hall to my son and made him stand up in his classroom and checked out him, but nobody else. That stuff has been going on at Crosby for a long time, I tried to address it personally, but you know what, I couldn't even change that, but we're gonna try to change it and I'll come in with you guys because now they can't say I'm doing it for my kids. So I'll be there with you at the beginning of the year, we're gonna pass that information along and we're gonna see, you do have a new principal there now, and I believe he's going to be willing to hear these concerns because the same concern that you have about certain kids, it's the same, I used to be there a lot because my kids were there, I'm not there as much anymore. I do visit but my daughter and other students said, they'd stand there and say Mr. Hayes, watch this, see what I'm wearing, I got sent home, watch, and they'd show the kids that went by that were still violating it and nobody said anything to those kids, they were afraid to say something to those kids. As you said, they weren't suspended because they were afraid to suspend them. And there were kids going that created such a bad environment and I thought we had addressed that and, like I said, it's been three years since I had anyone at Crosby, I've had Kennedy the last couple of years, I got some of those same complaints up at Kennedy. So I really appreciate you coming forward because I always felt that the best information that I had was coming from the students because you're the ones we're supposed to be advocating for, you're the ones that we're using tax dollars to try to help, and especially those of you who are willing to get out and speak out. My daughter was on the Student Advisory Council, Principal Advisory Council, but every time something came up, when the Principal knew what she was gonna say, she pulled my daughter off of that and wouldn't allow her to speak her mind. I've been dealing with this for a long time and I'm ready to go into battle with you on this one because I'm tired of it. I've been around for a long time and to hear that that's still going on, really bothers me. Again, Dr. Snead, we'll pass this information along to Dr. Padua. I know the bathroom thing might be a little tricky because they don't want to have all kinds of kids running all over the place. So, that was always an issue, but again, one of my sons, years ago, insisted that he went into the teacher's bathroom, he never had to deal with all the other stuff went on in there. That was before I was on the Board; he just made such a nuisance of himself that they let him shut up and had him go in there. But I really appreciate you coming down. As far as the Board of Ed, like I said, I was an advocate a long time ago, but it requires an act of Congress, it's like a change of charter and everything to have a student come on the Board. But it doesn't mean you can't come down. If you have an issue and you want to bring it to us, we'll not only have you, we

can bring you in to our Workshops and have you give us some information that we can truly rely on cause you're the best voice for the students. Again, if we try to pick one then we got to go through elections and stuff. As far as I'm concerned some of you who are willing to speak up are the ones we should be listening to. So again I thank you, thank you for getting my blood going a little bit, but I really am upset to hear that that kind of stuff is still going on but we do have a new principal going in who I think will be more willing to hear these things and make sure students like you, in particular, are willing to speak out have your concerns addressed.

Anyone else under unfinished, new, or miscellaneous business? If not, a motion to adjourn into Executive Session.

ADJOURNMENT

Upon a motion by Commissioner Flaherty-Merritt and duly seconded by Commissioner Stango, it was voted unanimously to adjourn at 8:29 p.m. into Executive Session for discussion concerning the appointment, employment, performance, evaluation, health, or dismissal of a public officer or employee. Present were President Hayes, Commissioners D'Angelo, Flaherty-Merritt, Harvey, Stango, Sweeney, Theriault, and White. Also present were Dr. Snead, Dr. Sequeira, Mrs. Cullinan, Mr. Guidone, and Attorney Mosley. The Executive Session ended at 9:40 p.m. with no votes taken.

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ATTEST: _____
Carrie A. Swain, Clerk
Board of Education